

Bamberg County Base Labor Market Analysis



South Carolina
Department of
Commerce
Labor Market Information



November 2008

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EXECUTIVE SUMMARY

Population

Bamberg County's population has declined in recent years.

The population is projected to continue to decline.

Less than half of Bamberg County's workers live within the county.

A significant number come from Orangeburg County.

Income

Per capita income growth has been faster than in the state and the same as in the nation. But this was due to the population losses.

Bamberg County's per capita income has remained below state and national levels from 1996 to 2006.

Bamberg County's average wages are higher than the state's for the community and social services; education, training and library; protective service; and production occupational groups.

Education

The number of degrees awarded by area post-secondary institutions has increased.

The greatest increase has been in the area of healthcare.

Occupations

Almost all occupational groups are expected to have faster growth in Bamberg County than in the state.

Requirements for Bamberg County's workers are expected to grow in the following levels of education and experience:

Short-term on-the-job training and work experience in a related field.

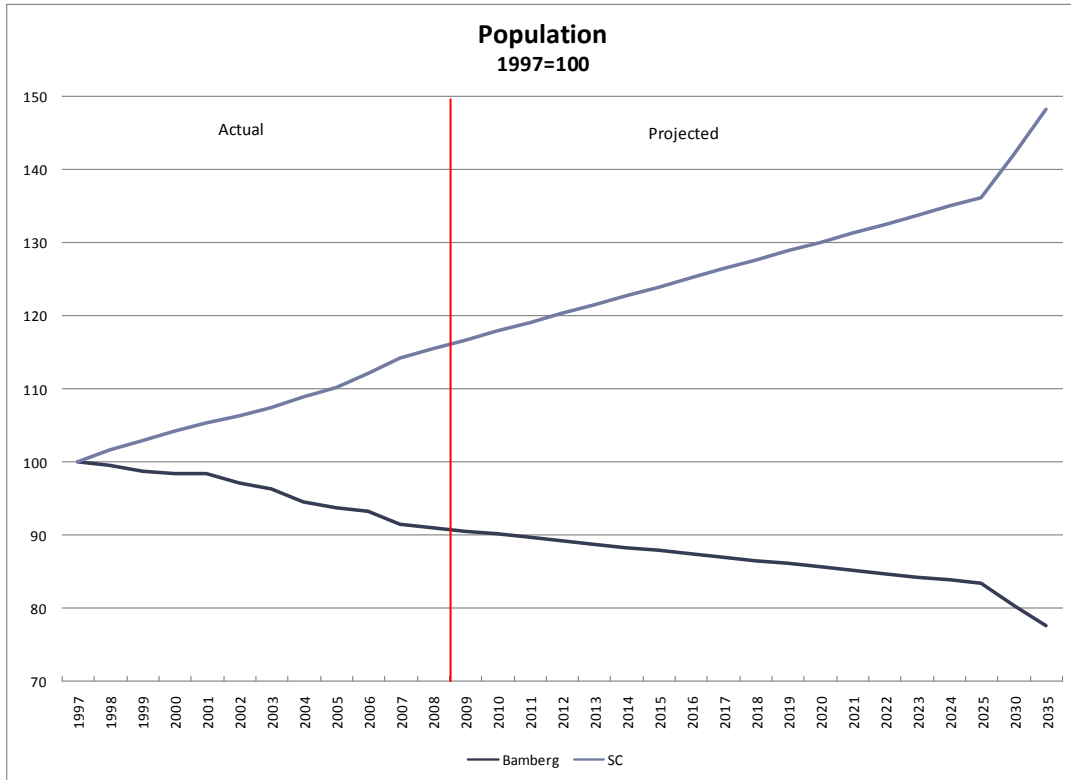
Industry

Based on available data, sectors rated as having potential in Bamberg County are forestry and logging and fabricated metal product manufacturing.

POPULATION

Growth

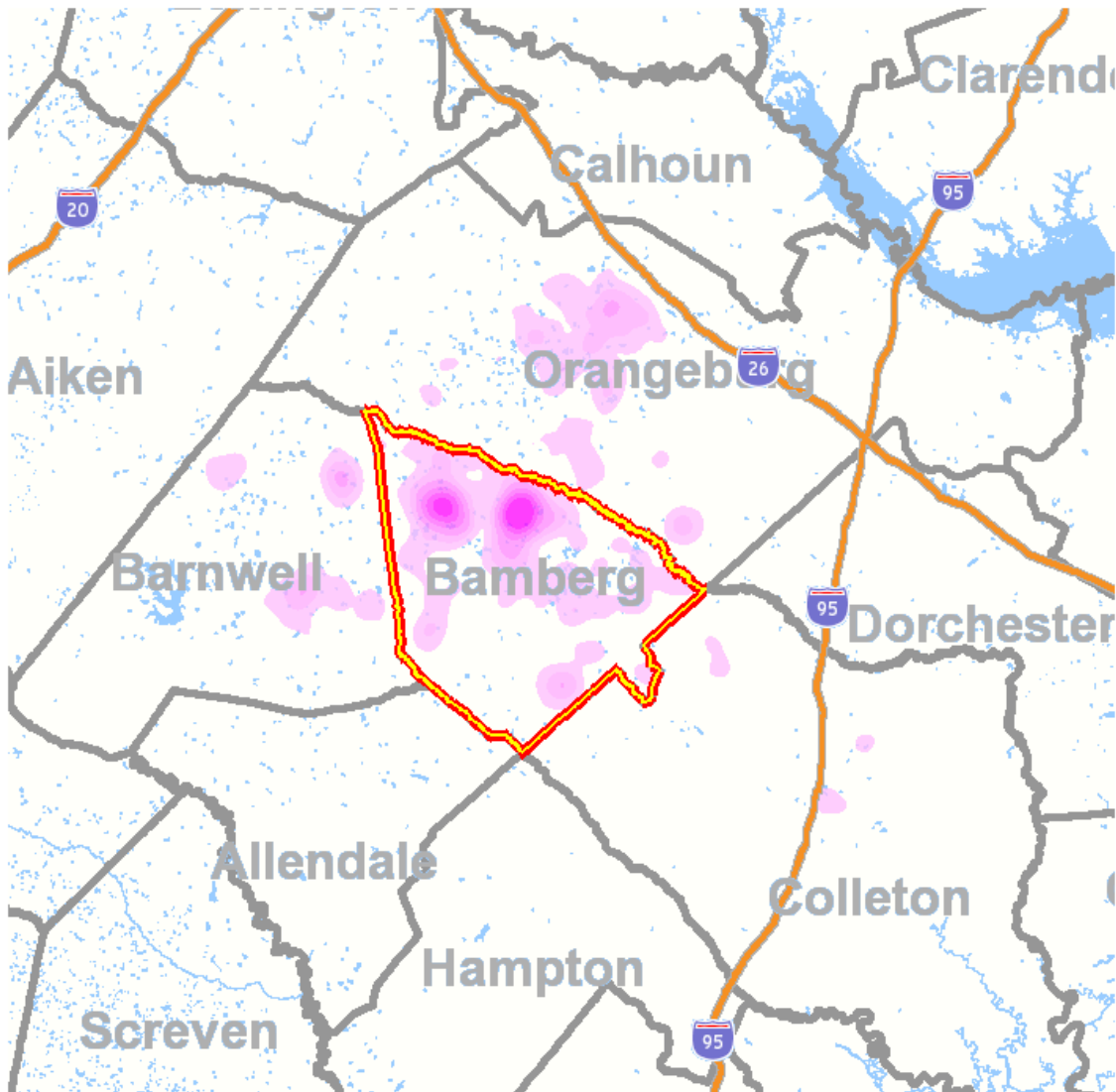
Bamberg County's 2007 population was 15,452. The county population has fallen by 8.5% since 1997, compared to 14.2% growth for South Carolina. Bamberg's population is expected to continue to decline.



Source: U.S. Census Bureau (estimates) and SC Budget & Control Board/Office of Research and Statistics (projections).

LABORSHED

The map below shows where Bamberg County workers come from (in 2006, latest available data). Bamberg County draws less than half of its workers from within its borders, with a significant number coming from Orangeburg County.



Source: U.S. Census Bureau, Local Employment Dynamics.

Characteristics of Workers

Age of Workers:

30 or younger	22.9%
31 to 54	55.1%
55 or older	22.0%

Earnings of Workers:

\$1,200 per month or less	33.5%
\$1,201 to \$3,400 per month	48.7%
More than \$3,400 per month	17.8%

States Where Workers Live:

South Carolina	98.0%
Georgia	1.0%
All other locations	1.0%

Counties Where Workers Live:

Bamberg	42.2%
Orangeburg	24.3%
Barnwell	9.4%
Colleton	6.5%
Dorchester	2.9%
Charleston	2.1%
Aiken	1.7%
Lexington	1.6%
Richland	1.4%
Allendale	0.9%
All Other Locations	7.0%

Cities Where Workers Live:

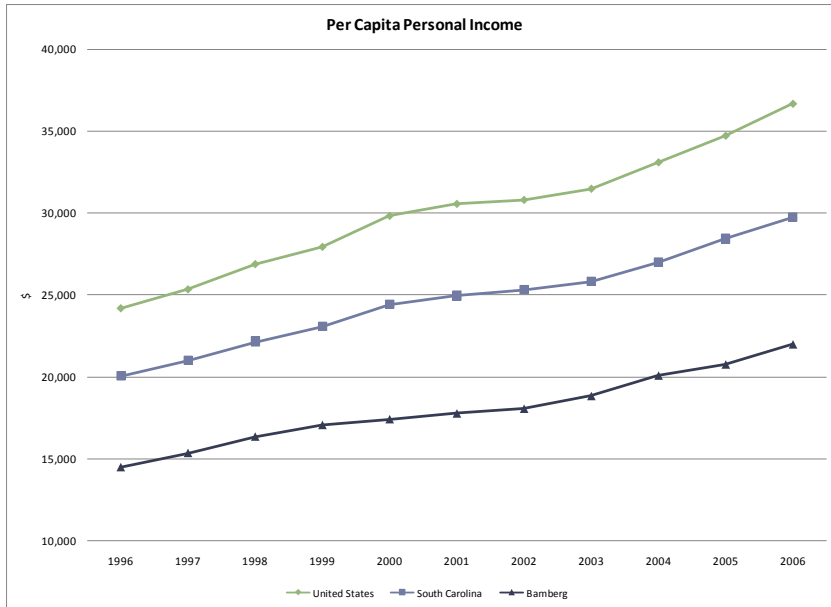
Bamberg, South Carolina	11.7%
Denmark, South Carolina	7.6%
Orangeburg, South Carolina	2.7%
Barnwell, South Carolina	2.3%
Blackville, South Carolina	1.9%
Ehrhardt, South Carolina	1.1%
Branchville, South Carolina	1.1%
Williston, South Carolina	1.0%
Brookdale, South Carolina	0.8%
Edisto, South Carolina	0.8%
All Other Locations	68.8%

Source: U.S. Census Bureau, Local Employment Dynamics.

INCOME

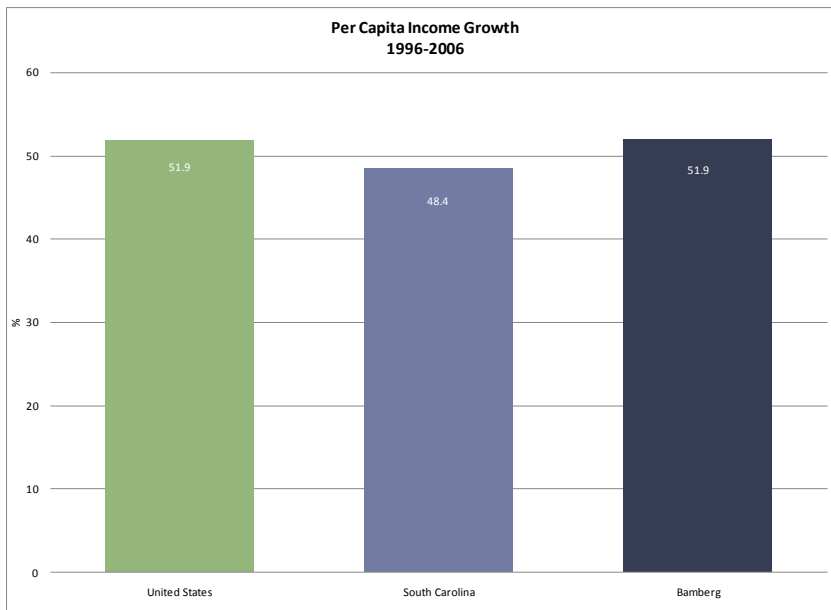
Per Capita Income

Bamberg County's per capita income remained below state and national levels.



Source: U.S. Department of Commerce, Bureau of Economic Analysis.

Bamberg County's per capita income has grown faster than South Carolina's and the same as the nation's. However, this growth was due to Bamberg's population loss. Income growth was below average.



Source: U.S. Department of Commerce, Bureau of Economic Analysis.

Wages by Industry

Bamberg County's average wages are well below those of South Carolina (\$519 vs. \$680 in 2007). Average wages were up 16% in Bamberg County over the past five years, compared to 18% for the state. All major sectors for which data was available had growth.

Industry	NAICS Code	2007 Average Weekly Wage (\$)	2002 Average Weekly Wage (\$)	% Change
Total, Private and Government		519	448	16
Construction	23	550	454	21
Manufacturing	31-33	624	581	7
Retail Trade	44-45	306	242	26
Transportation and Warehousing	48-49	685	523	31
Information	51	NA	445	
Finance and Insurance	52	532	437	22
Real Estate and Rental and Leasing	53	562	166	239
Administration & Support & Waste Management & Remediation Services	56	NA	492	
Arts, Entertainment, and Recreation	71	309	193	60
Accommodation and Food Services	72	198	171	16
Other Services (Except Public Administration)	81	NA	261	
Federal Government		781	669	17
State Government		596	581	3
Local Government		605	492	23

Source: U.S. Department of Labor, Bureau of Labor Statistics, Quarterly Census of Employment and Wages.

Wages by Occupation

Average wages in Bamberg County are higher than the state average in the following occupational groups:

- Community and social services
- Education, training and library
- Protective service
- Production

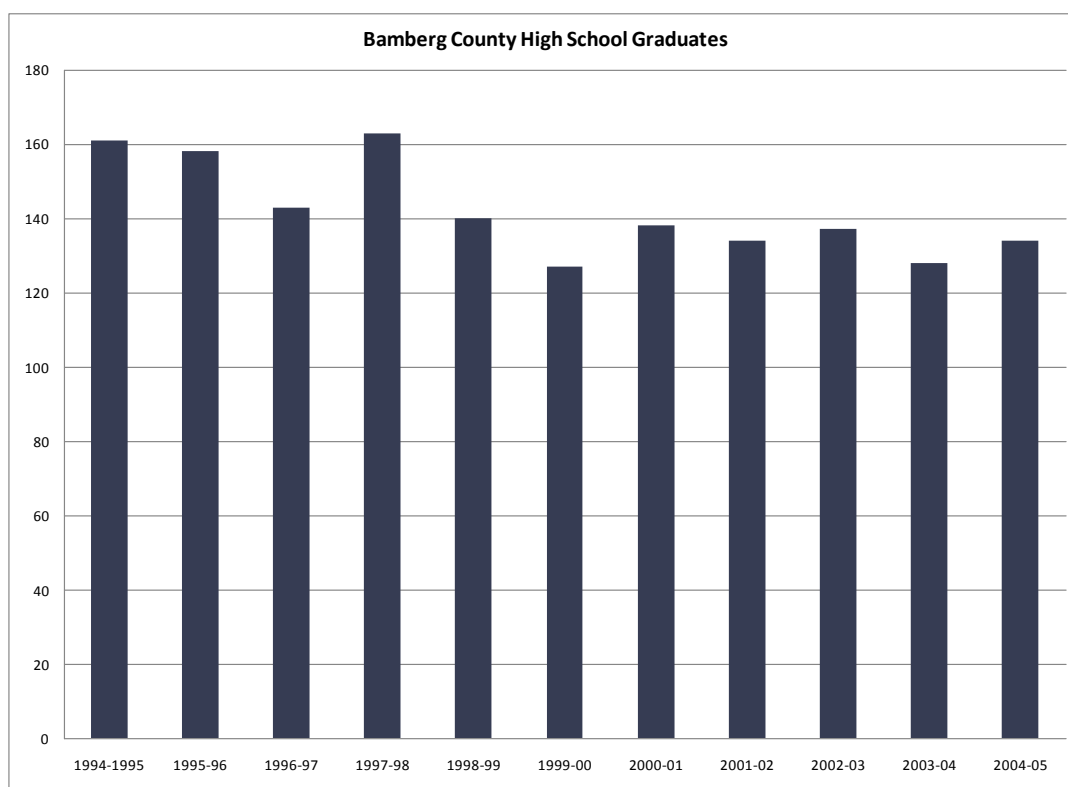
Occupation	2007 Bamberg County Median Hourly Wage (\$)	2007 SC Median Hourly Wage (\$)
Management occupations	14.67	28.78
Business and financial operations occupations	15.28	20.28
Computer and mathematical science occupations	14.50	26.20
Architecture and engineering occupations	24.54	30.22
Life, physical and social science occupations	17.78	22.76
Community and social services occupations	15.14	13.18
Legal occupations	16.09	30.68
Education, training and library occupations	24.66	24.42
Arts, design, entertainment, sports and media occupations	10.34	12.66
Healthcare practitioners and technical occupations	24.75	30.64
Healthcare support occupations	8.94	10.55
Protective service occupations	14.26	13.87
Food preparation and serving related occupations	7.18	7.90
Building and grounds cleaning and maintenance occupations	8.19	8.42
Personal care and service occupations	7.40	8.39
Sales and related occupations	7.77	13.48
Office and administrative support occupations	10.70	13.22
Farming, fishing, and forestry occupations	10.31	13.07
Construction and extraction occupations	11.32	16.51
Installation, maintenance and repair occupations	15.06	16.88
Production occupations	15.42	15.21
Transportation and material moving occupations	9.25	12.94

Source: Economic Modeling Specialists, Inc.

EDUCATION

High School Graduates

From 1995 to 2005 (latest data available), the number of Bamberg County students receiving high school diplomas fell by 27 (17%). In South Carolina, on the other hand, the number of high school diplomas increased 9% from 1995 to 2005. A total of 134 people received high school diplomas in Bamberg County in 2005. Bamberg County had 39 fewer 12th grade students in 2004-05 than in 1994-95. Also, the number of Bamberg County students not passing the exit exam who received a certificate of completion instead of a diploma was down by 2 (to 16) over the 1995-2005 period.



Source: National Center for Education Statistics.

Higher Education Graduates

Over 1,000 more students graduated from higher educational institutions in the Lower Savannah area in 2006 than in 1996, an increase of 33%. The greatest numerical increase was in the healthcare field.

Program	1996	2006	Change	% Change
Health professions and related clinical sciences	744	1,143	399	54
Liberal arts and sciences, general studies and humanities	202	330	128	63
Mechanic and repair technologies/technicians	206	320	114	55
Computer and information sciences and support services	131	212	81	62
Family and consumer sciences/human sciences	67	147	80	119
Business, management, marketing, and related support services	586	650	64	11
Multi/interdisciplinary studies	42	102	60	143
Biological and biomedical sciences	58	116	58	100
Engineering technologies/technicians	129	181	52	40
Communication, journalism, and related programs	1	47	46	4,600
Parks, recreation, leisure, and fitness studies		44	44	
Psychology	46	83	37	80
Legal professions and studies	78	109	31	40
Visual and performing arts	12	42	30	250
Theology and religious vocations	4	31	27	675
Philosophy and religious studies	1	3	2	200
Engineering		1	1	
Social sciences and history	97	98	1	1
Physical sciences	19	19	0	0
Public administration and social service professions	93	92	-1	-1
Science technologies/technicians	6	5	-1	-17
English language and literature/letters	49	45	-4	-8
Natural resources and conservation	5	0	-5	-100
Agriculture, agriculture operations, and related sciences	16	4	-12	-75
Mathematics and statistics	39	25	-14	-36
Construction trades	31	12	-19	-61
Precision production	66	45	-21	-32
Security and protective services	161	136	-25	-16
Education	350	246	-104	-30
TOTAL	3,240	4,305	1,065	33

Source: National Center for Education Statistics (Integrated Post Secondary Education System).

Data for these schools: Aiken Technical College, Claflin University, Midlands Technical College, Orangeburg-Calhoun Technical College, South Carolina State University, Southern Methodist College, and USC-Aiken.

OCCUPATIONS

Occupational Projections

Almost all occupational groups are projected to grow faster in Bamberg County than in the state.

See **Appendix A** for detailed occupational information.

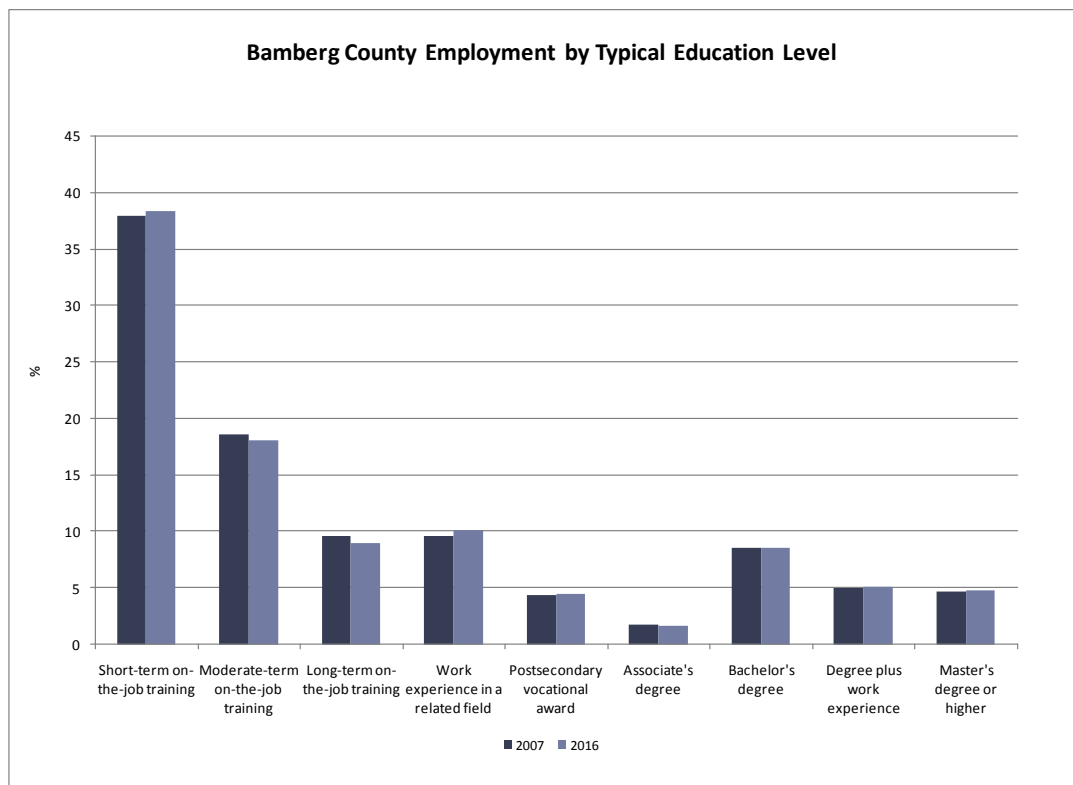
Occupation	2007-2016 Bamberg County Projected Growth (%)	2007-2016 SC Projected Growth (%)
Management occupations	21	17
Business and financial operations occupations	29	22
Computer and mathematical science occupations	36	23
Architecture and engineering occupations	30	15
Life, physical and social science occupations	30	15
Community and social services occupations	25	15
Legal occupations	51	21
Education, training and library occupations	23	16
Arts, design, entertainment, sports and media occupations	21	17
Healthcare practitioners and technical occupations	23	24
Healthcare support occupations	38	25
Protective service occupations	28	18
Food preparation and serving related occupations	15	13
Building and grounds cleaning and maintenance occupations	36	23
Personal care and service occupations	30	7
Sales and related occupations	29	19
Office and administrative support occupations	17	13
Farming, fishing and forestry occupations	27	16
Construction and extraction occupations	20	19
Installation, maintenance and repair occupations	26	17
Production occupations	24	10
Transportation and material moving occupations	20	11

Source: Economic Modeling Specialists, Inc.

Occupational Education Requirements

The trend for occupational growth shows that there will be growth in jobs across skill levels. Based on employment projections, Bamberg County is expected to see growth in requirements for the following specific levels of education and experience:

- Short-term on-the-job training
- Work experience in a related field



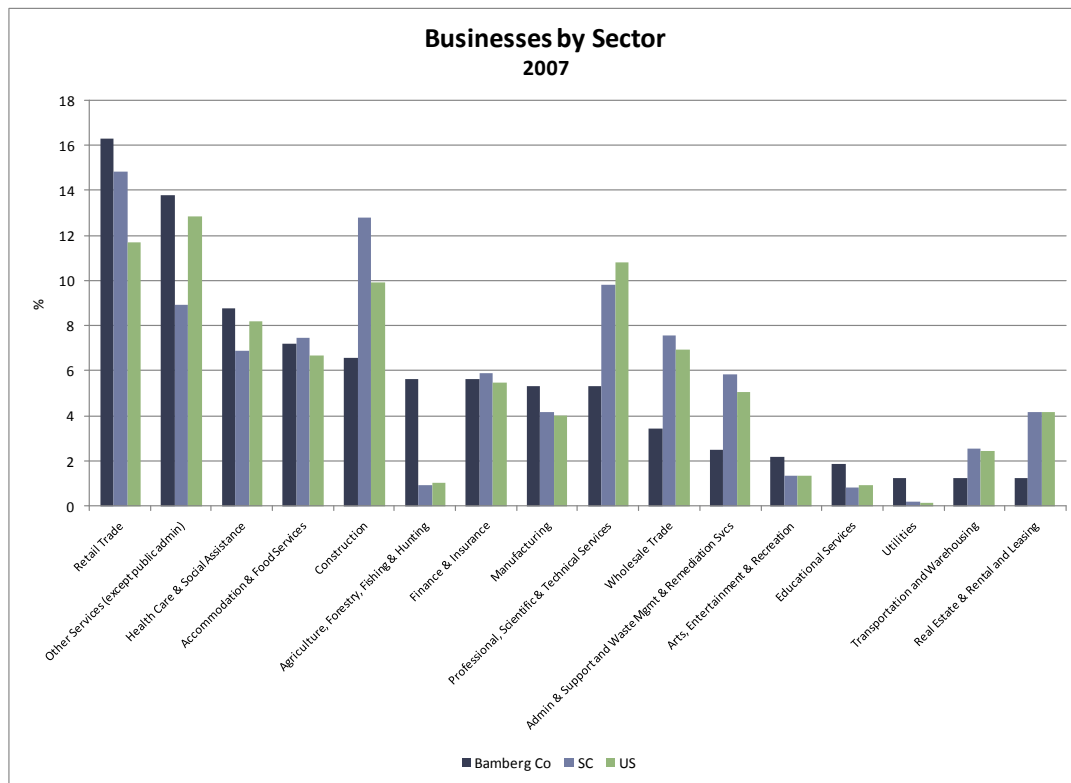
Source: Economic Modeling Specialists, Inc

INDUSTRY

Businesses by Sector

Bamberg County had higher percentages of businesses than South Carolina or the nation in the following sectors:

- Retail trade
- Other services
- Health care and social assistance
- Agriculture and forestry
- Manufacturing
- Arts, entertainment and recreation
- Educational services
- Utilities



Source: U.S. Department of Labor, Bureau of Labor Statistics.

Growth in Number of Businesses

The number of private businesses in Bamberg County fell by 11% from 2002 to 2007, compared to a 2% drop for the state. For industry definitions, this analysis uses the North American Industry Classification System (NAICS), the U.S. standard for industry classification.

At the three-digit NAICS code level, based on available data, Bamberg County had higher growth in four industries compared to South Carolina and the U.S. Below is a list of those four industries along with their respective growth rates.

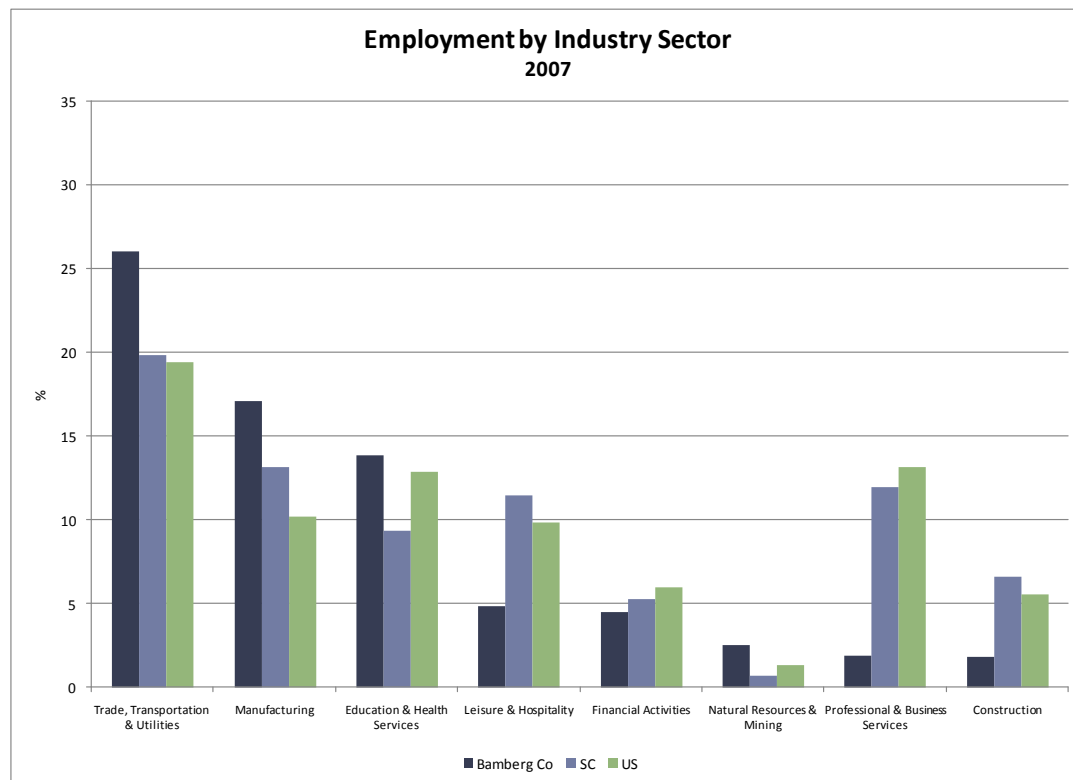
See **Appendix B** for information on all industries.

Industry	2002-2007 Growth (%)		
	Bamberg Co.	SC	US
Forestry and logging	18.2	-26.0	-15.2
Motor vehicle and parts dealers	10.0	-11.6	2.2
Amusement, gambling and recreation industries	20.0	-14.4	12.9
Food services and drinking places	26.7	-0.2	12.2

Source: U.S. Department of Labor, Bureau of Labor Statistics.

Employment by Sector

Bamberg County has a larger than average share of its jobs in trade, transportation and utilities, manufacturing, education and health services, and natural resources and mining.



Source: U.S. Department of Labor, Bureau of Labor Statistics.

Industry Analysis

Screening Criteria

Industry sectors were rated on six factors:

- | | |
|------------------------------------|---------------------------------|
| • 2002-2007 employment growth | Competitive effect ¹ |
| • 2002-2007 employment growth rate | Average annual wage |
| • Location quotient ² | Projected growth |

Using those factors, sectors were awarded “stars” based on meeting the following criteria:

- 2002-2007 employment growth of 25 or more (Did the sector add a significant number of jobs?)
- 2002-2007 employment growth rate greater than 0% (the county lost jobs over the period) (Did the sector add jobs?)
- Location quotient of at least 1.25 (Does the sector have a significant concentration in the county?)
- Competitive effect greater than 0 (Did the sector add jobs beyond national growth overall and in the sector?)
- Average annual wage greater than \$27,009 (2007 average for the county) (Does the sector pay wages greater than average for the county?)
- Average or above average projected growth (Is the sector expected to add jobs?)

Data Limitations

Because of Census and Bureau of Labor Statistics restrictions, information on detailed industry sectors is quite limited for smaller counties such as Bamberg. Therefore, this base analysis is not as comprehensive as those for larger areas. Further analysis can be conducted on growth occupations and using other resources in an attempt to obtain more detailed information on potential focus industries for Bamberg County. The Department of Commerce can assist in this supplemental analysis.

Industries of Note

Based on these criteria and available data, there are no “six star” sectors in Bamberg County. Ambulatory health care services is a “five star” sector, with a location quotient below 1.25 as the negative factor.

Industry sectors that generate wealth from outside the area are referred to as the region’s base economy. Base economy sectors are important to an area’s economic well-being.

Sectors which fit this base economy criteria, have above-average wages, have a high concentration in the area (as indicated by the location quotient), and are projected to grow are:

- Forestry and logging
- Fabricated metal product manufacturing

Appendix C has information on all factors for all sectors for Bamberg County.

¹ *Competitive Effect: based on shift-share analysis; represents the change in employment in the sector in the county after accounting for overall US employment growth and growth/decline in the sector in the US.*

² *Location Quotient: percentage of employment in the sector in the county divided by the percentage of employment in that sector in the US; gives an indication of how concentrated employment in the sector is in the county compared to the US; based on 2007 data.*

MOVING FORWARD

The South Carolina Department of Commerce appreciates the opportunity to provide this base analysis of Bamberg County's labor market. We hope that it will help in advancing the progress of Bamberg County's economic development.

What's been done so far?

This analysis identifies the region's assets—both current and future—at a macro level. Labor Market Information (LMI) at the S.C. Department of Commerce developed a Base Labor Analysis report providing an overview of the region's population, industries, occupations, and educational assets. Additionally, these findings were benchmarked against the state and the nation.

What's next?

Because local knowledge is required to interpret and apply the findings appropriately, the Bamberg Base Labor Analysis should be used with local stakeholders to identify and define key, targeted industry clusters. Some items to consider when defining these clusters may include the following.

1. *What is Bamberg's economic base?*

In order for an economy to grow, it must have a base (export) sector that generates wealth from beyond its borders. Industries in the economic base (manufacturing, scientific and technology services, warehouse and distribution, financial services, regional healthcare, etc.) typically provide occupations with higher pay and benefits as well as better human capital development and promotion opportunities. A successful economic base stimulates the development of the non-base sector (housing, schools, retail, restaurants, personal services, etc.). It also propels the local tax base which, in turn, provides support to community services.

2. *What are strategies to assist low-wage citizens in non-base economy jobs?*

Although the economic base is the driver for long-term growth in a region, implementable strategies for developing job opportunities for low-skilled individuals is a priority for community economic well-being. This need must also be kept in mind when defining target industry clusters.

3. *What other factors are vital to Bamberg and its community?*

Over and above pure economic considerations, what is important to the citizens of the Bamberg community? How does Bamberg want to be perceived? What quality of life issues affect Bamberg? These questions may impact the types of industries desired for the area.

How Labor Market Information at the S.C. Department of Commerce can help.

Once local stakeholders have identified key industry clusters vital to the future economic development of the region, LMI can provide more in-depth analysis of each of these industries, their occupations, business establishments, and educational requirements.

1. Detailed Industry Analysis

For each identified industry, LMI can develop a detailed analysis of each sector, including employment, projected growth, staffing patterns, location quotients, and employers. Additionally, the analysis will examine the largest, fastest growing, and declining sectors within the industry cluster.

2. Detailed Occupational Analysis

At this point, the occupations—classified by SOC codes—that make up each of the identified industry clusters can be analyzed in detail. This analysis will include employment, average earnings, educational requirements, projected growth, and completers from available local training programs. It will culminate in identifying gaps between the number of occupations required to sustain and advance industry growth and the number of skilled workers (as identified by educational requirements and program completers) available to fulfill these positions.

3. Identification of Implementable Recommendations

LMI will utilize the findings of the analyses to develop a set of implementable recommendations. These may include recommendations to align community college programs with economic development goals along with others. Finally, local knowledge will once again be called upon to review the findings and develop an action plan for the implementation of feasible solutions.

Appendix A: Occupational Projections for Bamberg County

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
11-3031	Financial managers	17	21	4	24	0.60	23.24	Degree plus work experience
11-9011	Farm, ranch, and other agricultural managers	81	98	17	21	3.82	11.21	Degree plus work experience
11-9012	Farmers and ranchers	264	274	10	4	3.74	6.55	Long-term on-the-job training
11-9021	Construction managers	24	31	7	29	0.78	10.01	Bachelor's degree
11-9032	Education administrators, elementary and secondary school	21	24	3	14	1.68	39.41	Degree plus work experience
11-9033	Education administrators, postsecondary	24	29	5	21	3.08	37.01	Degree plus work experience
11-9051	Food service managers	21	33	12	57	1.11	9.12	Work experience in a related field
11-9111	Medical and health services managers	12	16	4	33	0.95	25.05	Degree plus work experience
11-9141	Property, real estate, and community association managers	17	28	11	65	0.36	8.37	Bachelor's degree
11-9199	Managers, all other	69	102	33	48	1.02	7.31	Work experience in a related field
11-1011	Chief executives	49	69	20	41	1.06	16.37	Degree plus work experience

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
11-1021	General and operations managers	58	69	11	19	0.78	33.17	Degree plus work experience
11-1031	Legislators	10	11	1	10	3.98	8.47	Degree plus work experience
13-1111	Management analysts	16	25	9	56	0.39	17.04	Degree plus work experience
13-2011	Accountants and auditors	42	57	15	36	0.65	15.30	Bachelor's degree
13-2052	Personal financial advisors	14	20	6	43	0.48	7.64	Bachelor's degree
13-2072	Loan officers	15	14	-1	-7	0.97	22.56	Bachelor's degree
15-1041	Computer support specialists	17	21	4	24	0.72	11.08	Associate's degree
21-1012	Educational, vocational, and school counselors	23	28	5	22	2.07	22.49	Master's degree
21-1015	Rehabilitation counselors	10	12	2	20	--	--	Master's degree
21-1021	Child, family, and school social workers	23	28	5	22	1.89	13.12	Bachelor's degree
21-1029	Social workers, all other	11	14	3	27	3.43	17.02	Bachelor's degree
21-2011	Clergy	13	15	2	15	1.14	7.41	Master's degree
23-1011	Lawyers	18	30	12	67	0.52	17.62	First professional degree
25-1099	Postsecondary teachers	164	217	53	32	2.47	38.26	Doctoral degree

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
25-2011	Preschool teachers, except special education	23	29	6	26	1.06	7.97	Postsecondary vocational award
25-2012	Kindergarten teachers, except special education	20	25	5	25	2.52	24.37	Bachelor's degree
25-2021	Elementary school teachers, except special education	116	141	25	22	1.71	26.05	Bachelor's degree
25-2022	Middle school teachers, except special and vocational education	33	39	6	18	1.14	25.45	Bachelor's degree
25-2031	Secondary school teachers, except special and vocational education	69	79	10	14	1.53	28.20	Bachelor's degree
25-2032	Vocational education teachers, secondary school	11	11	0	0	2.38	32.18	Degree plus work experience
25-2041	Special education teachers, preschool, kindergarten, and elementary school	11	14	3	27	1.16	28.67	Bachelor's degree
25-3021	Self-enrichment education teachers	11	15	4	36	0.95	14.67	Work experience in a related field
25-3099	Teachers and instructors, all other	47	57	10	21	1.78	8.82	Bachelor's degree
25-4021	Librarians	11	13	2	18	1.70	21.41	Master's degree
25-4031	Library technicians	15	17	2	13	3.04	7.37	Postsecondary vocational award
25-9041	Teacher assistants	77	91	14	18	1.34	9.33	Short-term on-the-job training
27-4021	Photographers	28	36	8	29	0.91	8.09	Long-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
29-1051	Pharmacists	12	15	3	25	1.16	46.23	First professional degree
29-1069	Physicians and surgeons	25	24	-1	-4	0.71	55.72	First professional degree
29-1111	Registered nurses	85	103	18	21	0.83	23.82	Associate's degree
29-2011	Medical and clinical laboratory technologists	11	12	1	9	1.59	16.51	Bachelor's degree
29-2052	Pharmacy technicians	11	13	2	18	0.90	9.01	Moderate-term on-the-job training
29-2061	Licensed practical and licensed vocational nurses	34	38	4	12	1.12	16.27	Postsecondary vocational award
31-1011	Home health aides	34	52	18	53	0.89	7.48	Short-term on-the-job training
31-1012	Nursing aides, orderlies, and attendants	48	67	19	40	0.79	8.70	Postsecondary vocational award
31-1013	Psychiatric aides	11	19	8	73	2.00	6.60	Short-term on-the-job training
31-9092	Medical assistants	12	13	1	8	0.65	9.57	Moderate-term on-the-job training
33-2011	Fire fighters	12	15	3	25	1.02	7.53	Long-term on-the-job training
33-3012	Correctional officers and jailers	33	43	10	30	1.94	11.89	Moderate-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
33-3051	Police and sheriff's patrol officers	40	49	9	23	1.65	14.77	Long-term on-the-job training
35-1012	First-line supervisors/managers of food preparation and serving workers	33	38	5	15	0.90	11.26	Work experience in a related field
35-2011	Cooks, fast food	40	44	4	10	1.65	6.55	Short-term on-the-job training
35-2012	Cooks, institution and cafeteria	37	40	3	8	2.21	7.21	Moderate-term on-the-job training
35-2014	Cooks, restaurant	12	15	3	25	0.33	7.85	Long-term on-the-job training
35-2015	Cooks, short order	17	22	5	29	2.23	6.55	Short-term on-the-job training
35-2021	Food preparation workers	26	30	4	15	0.71	6.55	Short-term on-the-job training
35-3021	Combined food preparation and serving workers, including fast food	90	106	16	18	0.84	6.56	Short-term on-the-job training
35-3022	Counter attendants, cafeteria, food concession, and coffee shop	27	28	1	4	1.19	6.55	Short-term on-the-job training
35-3031	Waiters and waitresses	23	28	5	22	0.23	6.55	Short-term on-the-job training
35-9021	Dishwashers	10	11	1	10	--	--	Short-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
37-1011	First-line supervisors/managers of housekeeping and janitorial workers	24	32	8	33	1.54	10.03	Work experience in a related field
37-2011	Janitors and cleaners, except maids and housekeeping cleaners	78	94	16	21	0.83	9.48	Short-term on-the-job training
37-2012	Maids and housekeeping cleaners	170	249	79	46	1.93	6.98	Short-term on-the-job training
37-2019	Building cleaning workers, all other	36	50	14	39	1.71	6.55	Short-term on-the-job training
37-2021	Pest control workers	11	16	5	45	2.84	10.42	Moderate-term on-the-job training
37-3011	Landscaping and groundskeeping workers	31	40	9	29	0.72	10.23	Short-term on-the-job training
39-2021	Nonfarm animal caretakers	17	16	-1	-6	1.07	6.91	Short-term on-the-job training
39-9011	Child care workers	119	163	44	37	1.56	6.76	Short-term on-the-job training
39-9021	Personal and home care aides	43	67	24	56	1.09	7.53	Short-term on-the-job training
41-1011	First-line supervisors/managers of retail sales workers	165	213	48	29	1.75	8.27	Work experience in a related field
41-1012	First-line supervisors/managers of non-retail sales workers	32	42	10	31	0.83	11.12	Work experience in a related field

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
41-2011	Cashiers, except gaming	533	640	107	20	3.59	6.56	Short-term on-the-job training
41-2021	Counter and rental clerks	11	12	1	9	0.55	10.19	Short-term on-the-job training
41-2031	Retail salespersons	138	176	38	28	0.66	9.33	Short-term on-the-job training
41-3021	Insurance sales agents	40	52	12	30	1.31	7.49	Bachelor's degree
41-3031	Securities, commodities, and financial services sales agents	13	16	3	23	0.46	9.22	Bachelor's degree
41-3099	Sales representatives, services, all other	10	14	4	40	--	--	Moderate-term on-the-job training
41-4011	Sales representatives, wholesale and manufacturing, technical and scientific products	14	21	7	50	0.65	13.42	Moderate-term on-the-job training
41-4012	Sales representatives, wholesale and manufacturing, except technical and scientific products	55	79	24	44	0.81	10.61	Moderate-term on-the-job training
41-9021	Real estate brokers	28	46	18	64	0.39	7.95	Work experience in a related field
41-9022	Real estate sales agents	29	47	18	62	0.38	7.45	Postsecondary vocational award
41-9091	Door-to-door sales workers, news and street vendors, and related workers	64	96	32	50	1.35	6.55	Short-term on-the-job training
41-9099	Sales and related workers, all other	10	13	3	30	--	--	Moderate-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
43-1011	First-line supervisors/managers of office and administrative support workers	57	64	7	12	0.89	16.37	Work experience in a related field
43-3011	Bill and account collectors	10	12	2	20	--	--	Short-term on-the-job training
43-3021	Billing and posting clerks and machine operators	13	15	2	15	0.57	10.30	Moderate-term on-the-job training
43-3031	Bookkeeping, accounting, and auditing clerks	73	93	20	27	0.79	9.91	Moderate-term on-the-job training
43-3071	Tellers	70	70	0	0	2.76	8.79	Short-term on-the-job training
43-4051	Customer service representatives	38	51	13	34	0.41	14.07	Moderate-term on-the-job training
43-4141	New accounts clerks	14	10	-4	-29	3.67	10.56	Work experience in a related field
43-4161	Human resources assistants, except payroll and timekeeping	12	15	3	25	1.77	15.51	Short-term on-the-job training
43-4171	Receptionists and information clerks	33	41	8	24	0.68	10.00	Short-term on-the-job training
43-5021	Couriers and messengers	12	23	11	92	0.95	6.57	Short-term on-the-job training
43-5052	Postal service mail carriers	18	19	1	6	1.28	19.51	Short-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
43-5071	Shipping, receiving, and traffic clerks	20	26	6	30	0.62	12.05	Short-term on-the-job training
43-5081	Stock clerks and order fillers	43	41	-2	-5	0.57	9.06	Short-term on-the-job training
43-6011	Executive secretaries and administrative assistants	78	97	19	24	1.10	8.82	Moderate-term on-the-job training
43-6012	Legal secretaries	15	23	8	53	0.99	7.49	Postsecondary vocational award
43-6013	Medical secretaries	25	26	1	4	1.15	10.04	Postsecondary vocational award
43-6014	Secretaries, except legal, medical, and executive	112	127	15	13	1.29	10.78	Moderate-term on-the-job training
43-9061	Office clerks, general	108	134	26	24	0.82	9.01	Short-term on-the-job training
45-1099	Supervisors, farming, fishing, and forestry workers	16	20	4	25	6.36	18.22	Work experience in a related field
45-2092	Farmworkers and laborers, crop, nursery, and greenhouse	76	104	28	37	2.65	6.63	Short-term on-the-job training
45-2093	Farmworkers, farm and ranch animals	10	14	4	40	--	--	Short-term on-the-job training
45-4021	Fallers	20	22	2	10	22.39	10.20	Moderate-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
45-4022	Logging equipment operators	31	37	6	19	17.60	14.01	Moderate-term on-the-job training
47-1011	First-line supervisors/managers of construction trades and extraction workers	32	40	8	25	0.70	12.21	Work experience in a related field
47-2031	Carpenters	41	50	9	22	0.57	9.92	Long-term on-the-job training
47-2061	Construction laborers	30	37	7	23	0.50	8.44	Moderate-term on-the-job training
47-2073	Operating engineers and other construction equipment operators	14	17	3	21	0.79	12.86	Moderate-term on-the-job training
47-2111	Electricians	19	23	4	21	0.62	16.01	Long-term on-the-job training
47-2141	Painters, construction and maintenance	15	19	4	27	0.64	10.46	Moderate-term on-the-job training
47-2211	Sheet metal workers	22	21	-1	-5	2.96	13.84	Long-term on-the-job training
49-1011	First-line supervisors/managers of mechanics, installers, and repairers	23	28	5	22	1.21	23.07	Work experience in a related field
49-3023	Automotive service technicians and mechanics	57	67	10	18	1.64	10.64	Postsecondary vocational award
49-3031	Bus and truck mechanics and diesel engine specialists	12	14	2	17	1.03	11.44	Postsecondary vocational award

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
49-9021	Heating, air conditioning, and refrigeration mechanics and installers	11	11	0	0	0.76	13.88	Long-term on-the-job training
49-9041	Industrial machinery mechanics	22	33	11	50	1.99	18.03	Long-term on-the-job training
49-9042	Maintenance and repair workers, general	82	104	22	27	1.41	15.23	Moderate-term on-the-job training
49-9051	Electrical power-line installers and repairers	26	36	10	38	5.64	22.06	Long-term on-the-job training
51-1011	First-line supervisors/managers of production and operating workers	44	59	15	34	1.54	24.49	Work experience in a related field
51-2092	Team assemblers	170	174	4	2	3.54	11.87	Moderate-term on-the-job training
51-4011	Computer-controlled machine tool operators, metal and plastic	20	28	8	40	3.44	18.25	Moderate-term on-the-job training
51-4021	Extruding and drawing machine setters, operators, and tenders, metal and plastic	12	14	2	17	3.03	14.50	Moderate-term on-the-job training
51-4031	Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	28	30	2	7	2.73	14.57	Moderate-term on-the-job training
51-4041	Machinists	26	37	11	42	1.54	16.68	Long-term on-the-job training
51-4121	Welders, cutters, solderers, and brazers	11	14	3	27	0.63	23.09	Long-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
51-6061	Textile bleaching and dyeing machine operators and tenders	13	32	19	146	15.88	16.63	Moderate-term on-the-job training
51-7041	Sawing machine setters, operators, and tenders, wood	21	16	-5	-24	7.74	8.42	Moderate-term on-the-job training
51-7042	Woodworking machine setters, operators, and tenders, except sawing	16	12	-4	-25	3.96	7.67	Moderate-term on-the-job training
51-8013	Power plant operators	35	49	14	40	23.04	29.83	Long-term on-the-job training
51-9051	Furnace, kiln, oven, drier, and kettle operators and tenders	11	13	2	18	10.17	6.92	Moderate-term on-the-job training
51-9061	Inspectors, testers, sorters, samplers, and weighers	21	30	9	43	1.06	14.56	Moderate-term on-the-job training
51-9121	Coating, painting, and spraying machine setters, operators, and tenders	15	22	7	47	3.47	16.39	Moderate-term on-the-job training
51-9198	Helpers--Production workers	13	16	3	23	0.60	10.22	Short-term on-the-job training
53-3022	Bus drivers, school	28	31	3	11	1.39	8.74	Short-term on-the-job training
53-3031	Driver/sales workers	32	44	12	38	1.24	8.07	Short-term on-the-job training
53-3032	Truck drivers, heavy and tractor-trailer	71	84	13	18	0.89	9.93	Moderate-term on-the-job training

SOC Code	Description	2007 Jobs	2016 Jobs	Change	% Change	2007 National LQ	2007 Median Hourly Earnings (\$)	Typical Education & Experience Level
53-3033	Truck drivers, light or delivery services	55	74	19	35	1.15	8.08	Short-term on-the-job training
53-7051	Industrial truck and tractor operators	17	18	1	6	0.65	11.45	Short-term on-the-job training
53-7062	Laborers and freight, stock, and material movers, hand	58	67	9	16	0.59	8.08	Short-term on-the-job training
53-7063	Machine feeders and offbearers	10	11	1	10	1.87	7.52	Short-term on-the-job training
53-7064	Packers and packagers, hand	21	22	1	5	0.64	7.07	Short-term on-the-job training
		7,292	9,048	1,756	24		12.90	

at least
1.25 greater than \$12.90

Source: EMSI

Appendix B: Businesses by 3-Digit NAICS Codes

Bamberg County								
Industry	NAICS Code	Change						
		2002	2007	Average Size	#	%	SC % change	US % change
Forestry and Logging	113	11	13	6	2	18.2	-26.0	-15.2
Utilities	221	4	4	31	0	0.0	-8.8	-0.9
Construction of Buildings	236	5	5	0	0	0.0	-0.4	15.4
Heavy and Civil Engineering Construction	237	3	2	0	-1	-33.3	-2.0	-2.3
Specialty Trade Contractors	238	18	14	5	-4	-22.2	-6.4	12.9
Wood Product Manufacturing	321	4	4	42	0	0.0	-6.4	-5.7
Fabricated Metal Product Manufacturing	332	5	4	48	-1	-20.0	-6.1	-3.0
Merchant Wholesalers, Nondurable Goods	424	6	4	2	-2	-33.3	-5.0	-3.5
Motor Vehicle and Parts Dealers	441	10	11	8	1	10.0	-11.6	2.2
Building Material and Garden Equipment and Supplies Dealers	444	8	4	0	-4	-50.0	-8.8	0.9
Food and Beverage Stores	445	11	4	24	-7	-63.6	-18.2	-0.5
Health and Personal Care Stores	446	6	6	8	0	0.0	9.1	10.2
General Merchandise Stores	452	8	8	7	0	0.0	17.5	13.3
Miscellaneous Store Retailers	453	6	4	2	-2	-33.3	-23.9	-8.6
Nonstore Retailers	454	3	1	0	-2	-66.7	-17.9	11.9
Credit Intermediation and Related Activities	522	13	12	15	-1	-7.7	12.2	23.8
Professional, Scientific, and Technical Services	541	20	17	3	-3	-15.0	2.1	14.3
Educational Services	611	6	6	59	0	0.0	14.1	23.7
Ambulatory Health Care Services	621	19	18	10	-1	-5.3	7.4	13.3
Nursing and Residential Care Facilities	623	5	3	8	-2	-40.0	0.4	8.8
Social Assistance	624	10	8	12	-2	-20.0	-5.0	29.4
Amusement, Gambling, and Recreation Industries	713	5	6	0	1	20.0	-14.4	12.9
Accommodation	721	5	4	1	-1	-20.0	-3.4	3.5
Food Services and Drinking Places	722	15	19	11	4	26.7	-0.2	12.2
Repair and Maintenance	811	16	10	2	-6	-37.5	-18.3	-0.4
Private Households	814	21	25	1	4	19.0	4.6	24.9

growth rate exceeds both SC and US growth rates

Source: Bureau of Labor Statistics

Appendix C: Bamberg County Employment by Industry Sector

		Employment		2002-2007 Change				2007 Average Annual Wage (\$)	Projected Growth
Industry	NAICS code	2002	2007	#	%	Location Quotient	Competitive Effect		
Total		4,896	4,728	-168	-3.4			27,009	24%

<i>6 star sectors</i>		Employment		2002-2007 Change				2007 Average Annual Wage (\$)	Projected Growth
Industry	NAICS code	2002	2007	#	%	Location Quotient	Competitive Effect		
NONE									

<i>5 star sectors</i>		Employment		2002-2007 Change				2007 Average Annual Wage (\$)	Projected Growth
Industry	NAICS code	2002	2007	#	%	Location Quotient	Competitive Effect		
Ambulatory Health Care Services	621	147	179	32	22	1.06	6	39,860	AA

<i>4 star sectors</i>		Employment		2002-2007 Change				2007 Average Annual Wage (\$)	Projected Growth
Industry	NAICS code	2002	2007	#	%	Location Quotient	Competitive Effect		
Forestry and Logging	113	57	82	25	44	40.38	32	29,715	BA
Fabricated Metal Product Manufacturing	332	179	190	11	6	3.95	9	40,915	BA
Motor Vehicle and Parts Dealers	441	68	83	15	22	1.41	14	41,653	BA
Health and Personal Care Stores	446	45	46	1	2	1.49	-2	29,604	A
Private Households	814	19	24	5	26	1.41	1	9,836	A

3 star or fewer sectors		Employment		2002-2007 Change					
Industry	NAICS code	2002	2007	#	%	Location Quotient	Competitive Effect	2007 Average Annual Wage (\$)	Projected Growth
Utilities	221	122	122	0	0	7.17	9	51,731	BA
Credit Intermediation and Related Activities	522	164	174	10	6	1.96	-2	27,749	BA
Wood Product Manufacturing	321	174	168	-6	-3	10.55	7	21,106	BA
General Merchandise Stores	452	48	53	5	10	0.57	1	12,554	BA
Educational Services	611	392	355	-37	-9	5.02	-104	32,040	BA
Specialty Trade Contractors	238	104	64	-40	-38	0.43	-55	28,632	BA
Merchant Wholesalers, Nondurable Goods	424	19	7	-12	-63	0.11	-12	65,141	BA
Professional, Scientific, and Technical Services	541	60	53	-7	-12	0.22	-16	21,252	AA
Nursing and Residential Care Facilities	623	56	25	-31	-55	0.27	-35	10,829	A
Social Assistance	624	113	98	-15	-13	1.39	-36	19,631	BA
Food Services and Drinking Places	722	186	210	24	13	0.71	0	10,119	BA
Food and Beverage Stores	445	133	97	-36	-27	1.10	-35	13,035	BA
Miscellaneous Store Retailers	453	9	7	-2	-22	0.26	-1	20,821	BA
Accommodation	721	13	5	-8	-62	0.09	-9	17,534	BA
Repair and Maintenance	811	33	22	-11	-33	0.57	-11	24,909	BA

Methodology and Sourcing

Projected Growth Grading Scale:

AA=above average

A=average

BA=below average

D=decline

Sectors are rated on 6 factors: 2002-2007 employment growth, 2002-2007 employment growth rate, location quotient, competitive effect, average annual wage, and projected growth.

Stars are based on: 2002-2007 employment growth of 25 or more, 2002-2007 employment growth rate greater than 0 (since overall county job growth was negative), location quotient of at least 1.25, competitive effect greater than 0, average annual wage greater than \$27,009 (2007 average for all jobs in the county), and average or above average projected growth.

Location Quotient: percentage of employment in the sector in the county divided by the percentage of employment in that sector in the US; gives an indication of how concentrated employment in the sector is in the county; based on 2007 data.

Competitive Effect: based on shift-share analysis; represents the change in employment in the sector in the county after accounting for overall US employment growth and growth/decline in the sector in the US.

Source: Bureau of Labor Statistics; projections based on data from EMSI and SC Department of Commerce.



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